

Sardis Community Church Congregational Meeting

Date: April 15, 2019

Contents:

Our Mission	1
Our Vision	1
LT Assessment and Proposed Strategic Objectives	2
Demographics of Sardis Community Church	5

Our Mission: *Leading People to Love and Serve Jesus Christ.*

Our Vision: *God has given us this vision of how to live as His people in our community.
We remind ourselves and each other of the life we are called to.*

- **We want SCC to be a people so committed to Jesus that His love overflows to the people of Chilliwack.**
This means that we want to impact our community. We want to be a light for Jesus Christ and for His gospel that shines out in our city as a beacon of hope and faith. We believe that His love alone has the power to change lives, and want to see Christ's light and hope brought across cultural barriers to our neighbours.
- **We want SCC to be a people so welcoming that people of all ages eagerly join us in following Jesus.**
This means that children, teens, young adults, parents, the middle aged and seniors are warmly greeted by our whole congregation and are incorporated into the daily life of the church – interacting with others in and outside their generation and joyfully following Jesus with deep passion.
- **We want SCC to be a people so transformed by growing together that small groups, mentoring relationships and gathering together become a natural pattern of life.**
This means that we encourage each other to continue growing in faith, hold each other accountable and commit ourselves to walking with others in personal relationships not out of obligation, but out of a deep desire for community living.
- **We want SCC to be so focused on living as Jesus' church and biblical truth that differences of opinion are resolved in love and by faithfulness to Biblical truth.**
This means that when differences and tensions arise, we act with gracious patience and kindness, esteeming others above ourselves with a commitment to each other and to Biblical living as Jesus did.
- **We want SCC to be so empowered by exercising our gifts that neighbours, near and far, are drawn into the life of God.**
This means that we use whatever we have – our spiritual gifts, our financial opportunities, our intellectual abilities, our artistry, our love for people, our relationships, our personalities – to witness to the Kingdom of God.
- **We want SCC to be a people so in love with the Word of God that the truth guides our lives.**
This means that we actively study and interpret the scriptures and apply their eternal truths to our lives. We believe that scripture is interpreted as a community, and discernment of their application is done together as a whole.

We believe that this is the work that God wants us to do as a local church community.

We will say "Yes!" to His invitation to lead others to love and serve Jesus Christ. Amen.

LT Assessment and Proposed Strategic Objectives

March 29, 2019

Critical Issues Identified in Assessment	LT Assessment Feedback	Strategic Objectives	Implications for Pastoral Search
<p>1. DEMOGRAPHICS</p>	<ul style="list-style-type: none"> • We are committed to an inter-generational community • We have a significant imbalance in our current demographic; we are an aging community (66% over the age of 50; SEE DEMOGRAPHICS on last page). • <i>How concerned are we about declining numbers in children's SS, youth group, and young adults? Do we need to take action to address this?</i> <ul style="list-style-type: none"> • Our church needs to be a fuller representation of the larger inter-generational community. • We miss some of the energy and vibrancy of younger people. • Needs/gaps are not only in younger generations, but also in middle-age groups. • When children leave, parents often leave as well. • <i>Can we correct the current imbalance without an intentional focus upon a younger demographic?</i> <ul style="list-style-type: none"> • We need to be intentional, but not drastic. • There is concern that the older generation not be forgotten. • <i>Do we have the human resources and energy to do something?</i> <ul style="list-style-type: none"> • We do have some very faithful young adults. • Our older generation (JOY group) has limited energy and ability for running programs. • The middle-age group is the workforce in churches. <ul style="list-style-type: none"> ▪ <i>Should we then be addressing this group?</i> 	<ul style="list-style-type: none"> • To address the imbalance in our demographic by <i>intentionally</i> focusing on families with children, as a way to grow our younger demographic. • To ensure that our older generation is well cared for and not minimized or devalued in the process (<i>every age group has a meaningful role in community life</i>). 	<ul style="list-style-type: none"> • A pastor with successful experience pastoring an inter-generational congregation. • A pastor with gifts, wisdom, and expertise in pastoring middle to younger generations. • A pastor who is under 50 years of age (preferably).

Critical Issues Identified in Assessment	LT Assessment Feedback	Strategic Objectives	Implications for Pastoral Search
<p>2. WORSHIP</p>	<ul style="list-style-type: none"> • We are committed to doing worship “well.” • <i>Does our worship nurture an inter-generational community? Does it connect with the next generation?</i> <ul style="list-style-type: none"> • There is a lack of consistency in our worship experience. We need a consistent experience at SCC. • <i>Does our discussion of worship focus too much on music?</i> <ul style="list-style-type: none"> • Yes, but music is the presenting issue for many. • Music is very important for many, but not for all. <ul style="list-style-type: none"> • <i>For older people music can determine their enjoyment of church and whether they stay or leave our church.</i> • <i>But for younger people music often makes a difference in whether they stay or leave their faith.</i> • <i>How do we do balanced music?</i> <ul style="list-style-type: none"> • This takes a gifted worship leader that can do the balance well. • We must teach people to be gracious and sacrificial. • A worship leader must relate well with the congregation. If people like them, they will be gracious. 	<ul style="list-style-type: none"> • To create a consistent worship experience at SCC where people know what to expect when attending or inviting friends (<i>believers and not-yet-believers</i>) to SCC. • To hire and empower a worship pastor to oversee a balanced and consistent worship experience at SCC that is consistent with SCC values. 	<ul style="list-style-type: none"> • A worship pastor with the necessary leadership skills, people skills, and musical skills to oversee Sunday morning worship services at SCC. • A worship pastor who can identify with the people of Sardis, to “lead from within” with vulnerability and grace.
<p>3. DISCIPLESHIP</p>	<ul style="list-style-type: none"> • We have an aversion to programs. • <i>Can we assume that discipleship will happen organically without a program or do we need to be more intentional?</i> <ul style="list-style-type: none"> • Yes, there is agreement that we need to be more intentional about this. • <i>Do we need to diversify with new ministries beyond Doorway?</i> <ul style="list-style-type: none"> • We need to acknowledge the breadth of ministries that people are already involved in, outside of SCC. 	<ul style="list-style-type: none"> • To develop an intentional mentoring program that respects the <i>community culture</i> of SCC. • To implement a deliberate mentoring program that connects older and younger in ways that respect and value both. • To continue to support and expand our participation in ministries that serve our geographic community (Doorway, Ruth & Naomi, Teen Challenge, etc.) 	<ul style="list-style-type: none"> • A Youth Pastor and Lead Pastor with skills and commitment to developing intentional mentoring.

Critical Issues Identified in Assessment	LT Assessment Feedback	Strategic Objectives	Implications for Pastoral Search
<p>4. LEADERSHIP</p>	<ul style="list-style-type: none"> • We are committed to congregational leadership. • <i>Can we accomplish strategic objectives with current leadership structures? Do they permit new directions or protect current ones?</i> • <i>Do we trust and empower the next generation to provide vision and to lead?</i> • <i>Is there a distrust in the congregation toward leadership (e.g., questioning why pastors left)?</i> • <i>Do we need to empower pastors to lead us?</i> <ul style="list-style-type: none"> • Pastors need to be relational. If they relate well to the congregation, the congregation will be open to following. • We want a pastor with an ability to lead and a desire to lead, but assume they will work to build relational trust. • <i>Has our “template” changed in the last 40 years? Do we need to adjust our leadership model?</i> • Concerning young people not being involved in leadership: <i>Do young people simply trust older people to lead, or do they feel that the stuff we talk about as leaders is unimportant?</i> 	<ul style="list-style-type: none"> • To hire a pastor who is trusted and empowered by the congregation to <i>lead us</i> in the directions identified in this document. • To help our congregation understand the <i>need</i> for empowering and trusting pastoral leadership. 	<ul style="list-style-type: none"> • A Lead Pastor who understands SCC and can gain their trust. • A pastor who has leadership experience and skills required to <i>lead us in the directions we have identified.</i>

DEMOGRAPHICS OF SARDIS COMMUNITY CHURCH

Data from SCC database, March 1, 2019

Age (years)	Total per Age Category	% of total	Combined Age Groups
under 2	8	2.57%	Children 12.86%
2 - 4	12	3.86%	
5 -12	20	6.43%	
13 -17	9	2.89%	Youth 2.89%
18 - 24	14	4.50%	Young adults - some kids 6.11%
25 - 29	5	1.61%	
30 -39	23	7.40%	Parents with kids at home 22.19%
40 - 49	11	3.54%	
50 -59	35	11.25%	
60 - 69	80	25.72%	Empty nesters 56.95%
70 - 79	78	25.08%	
80 +	16	5.14%	
Totals	311	100.00%	100.00%